

Types of Employment

Casual Employment

A casual employee:

- Has no guaranteed hours of work
- Usually works irregular hours
- Has no paid sick or annual leave
- Can end employment without notice, unless notice is required by a registered agreement, award or employment contract

Casual employees are entitled to:

- A higher hourly pay rate than equivalent full-time or part-time employees. This is called a 'casual loading' and is paid because you don't get benefits such as sick or annual leave
- 2 days unpaid carer's leave
- 2 days unpaid compassionate leave per occasion
- Unpaid community service leave

After 12 months of regular employment, and if it's likely regular employment will continue, a casual employee can:

- Request flexible working arrangements
- Take parental leave

If you think you're being underpaid contact the Migrant Workers Centre.

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Melbourne, VIC 3053

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/mwcvic



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migrantworkers.org.au

Permanent or Fixed Term Employment

Employees can be hired as permanent employees or on a fixed term contract.

Permanent Employment

Permanent employees are employed on an ongoing basis until the employer or employee ends the employment relationship.

Fixed-term Employment

Fixed term means that the employee is employed for a specific period of time or task. For example, a 6-month contract where employment ends after 6 months. Fixed term employees are generally entitled to the same wages, penalties and leave as permanent employees. An award or registered agreement may provide extra terms and conditions for a fixed-term employee.

Apprenticeships & Traineeships

As an apprentice or a trainee, you'll get the same entitlements as other employees, such as annual leave, sick leave, public holidays and breaks. Entitlements depend on your award or your registered agreement, so check your employment papers for information on this.

Full-Time Employment

A full-time employee:

- Works on average around 38 hours each week. The actual hours of work for an employee in a particular job or industry are agreed between the employer and the employee and/or set by an award or registered agreement
- Usually works regular hours each week
- Benefits fully from the NES
- Receives 4 weeks paid annual leave each year (depends on how long you've worked)
- 10 days paid personal/carer's leave each year (depends on how long you've worked)
- 2 days paid compassionate leave for each permissible occasion
- 2 days unpaid carer's leave for each permissible occasion
- Long service leave
- Public holidays and the entitlement to be paid for ordinary hours on those days
- Notice of termination and redundancy pay

Part-Time Employment

A part-time employee:

- Works, on average, less than 38 hours per week
- Usually works regular hours each week
- Is entitled to the same NES benefits as a full-time employee. However, it's based proportionally on how long you'll be working in a week, compared to the full 38 hours a full-time employee works